

WORKING CONDITIONS

VICTORIA

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CONTENTS

	<i>Page</i>
Notes	2
Summary of findings	3

TABLES

1 Employed persons, form of employment by industry and occupation	8
2 Employees, employment conditions by industry and occupation	10
3 Employed persons, changes in form of employment	12
4 Employees, changes in payment type	15
5 Employees, changes in employment conditions	18
6 Employees, selected working arrangements	20

ADDITIONAL INFORMATION

Explanatory notes	23
Technical notes	25
Glossary	27

INQUIRIES

- For further information about these and related statistics, contact Barry Keeley on Melbourne (03) 9615 7079, or any ABS office shown on the back cover of this publication.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the working conditions of employed persons in Victoria. Data from this survey is used to examine the structure of employment conditions in the workforce such as Awards, Individual and Collective agreements, and the nature of change in these conditions over the last five years. This information is cross-classified by a range of employment characteristics such as full-time and part-time status, permanent and casual status, contract and non-contract working arrangements, occupation and industry, and sex.

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SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
MPS	Monthly Population Survey
SE	standard error
RSE	relative standard error
*	estimate is subject to sampling variability too high for most practical purposes

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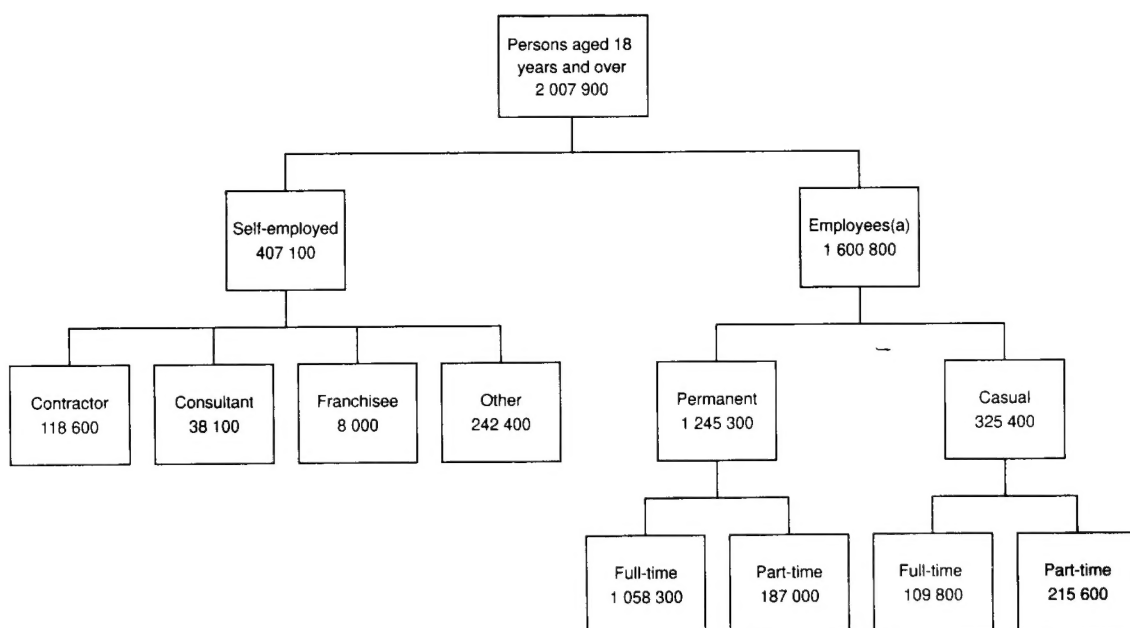
Ian Crettenden
Regional Director

SUMMARY OF FINDINGS

OVERVIEW

This publication provides information about those persons aged 18 years or more who were employed as at October 1997 in Victoria. The diagram below, which summarises the primary populations contained in the publication, reveals that 79.7% (1,600,800) of employed persons were employees whilst the remaining 20.3% (407,100) were self-employed. Of those who were permanent employees, 85.0% (1,058,300) were working full-time and 15.0% (187,000) worked part-time. For casual employees, 33.7% (109,800) were engaged in full-time employment and 66.3% (215,600) in part-time employment.

Employed persons



(a) Includes 30,100 employees who were unable to state whether they were permanent or casual employees.

SUMMARY OF FINDINGS *continued*

FORM OF EMPLOYMENT

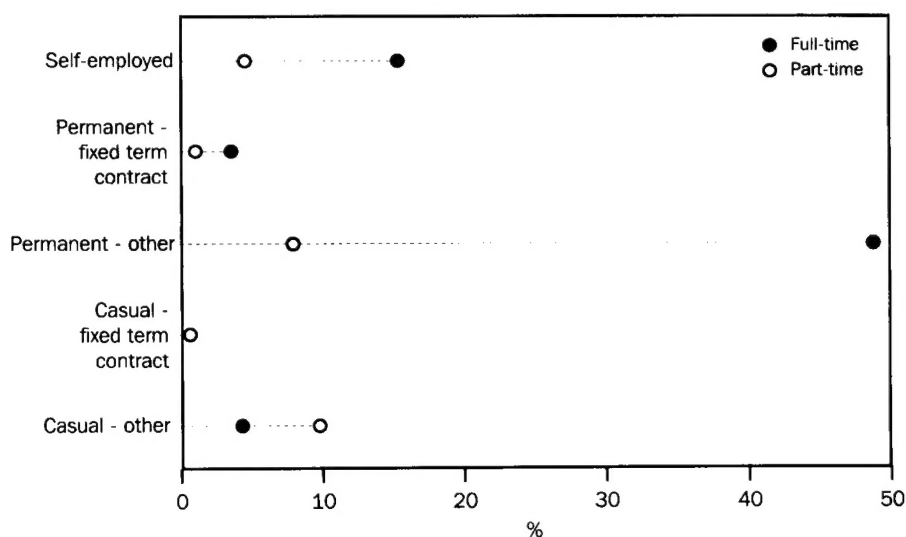
In the survey, form of employment was classified into five categories: self-employed persons; permanent employees on a fixed term contract basis; permanent employees on some other basis; casual employees on a fixed term contract basis; and casual employees on some other basis.

Current form of employment

In October 1997, some 8.1% (100,300) of permanent employees were on a fixed term contract while 91.9% (1,145,000) were not employed on a fixed term contract basis. For casual employees a slightly different picture emerged where 10.6% (34,500) were employed on a fixed term contract basis compared with 89.4% (290,900) employed on some other basis. The industries with the highest proportion of permanent employees with fixed term contracts were Education (26.1%), and Health and community services (21.1%).

The occupation with the highest proportion of permanent employees who were employed on a fixed term contract basis were Professionals (41.8%). Considerably smaller proportions of persons were employed on a fixed term contract basis for the next most significant occupations (14.5% for Intermediate clerical, sales and service workers and 14.2% for Associate professionals).

Employed persons, current form of employment



Reasons for this form of employment

Males (66.2%) were more likely than females (62.8%) to state that their current form of employment was their choice.

For part-time employees, there was a higher proportion of females than males who stated that their current form of employment was their personal choice (62.4% compared to 59.4%).

SUMMARY OF FINDINGS *continued*

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Previous form of employment

During the five years to October 1997, some 26.4% (529,200) of employed persons had changed their form of employment at least once. Females were more likely than males to have changed their form of employment (28.3% compared to 24.9%). Of the proportion of male and female employed persons who had changed their form of employment in the five-year period, the highest proportion (13.4% of males and 12.6% of females) had been permanently employed prior to the change.

TYPE OF PAYMENT

In October 1997, 77.2% (1,235,100) of employees received a wage or salary and 17.5% (279,700) were paid hourly or casual rates.

Reason for change in payment type

Of the 251,200 employees who had experienced a change in their type of payment in the five-year period, 58.6% (147,400) cited a change of job due to personal choice, 13.6% (34,200) cited a change of job as a result of redundancy or closure of their place of employment, and 12.1% (30,500) cited changed conditions in the workplace as the main reasons. A higher proportion of males than females who had experienced a change in their type of payment in the five-year period, had a change due to job change resulting from redundancy or closure of their place of employment (15.6% compared to 11.5%).

EMPLOYMENT CONDITIONS

The employment conditions for employees were classified into six categories: Award; Individual agreement; Collective agreement for that business; Collective agreement for the industry; Other; and Not known employment conditions.

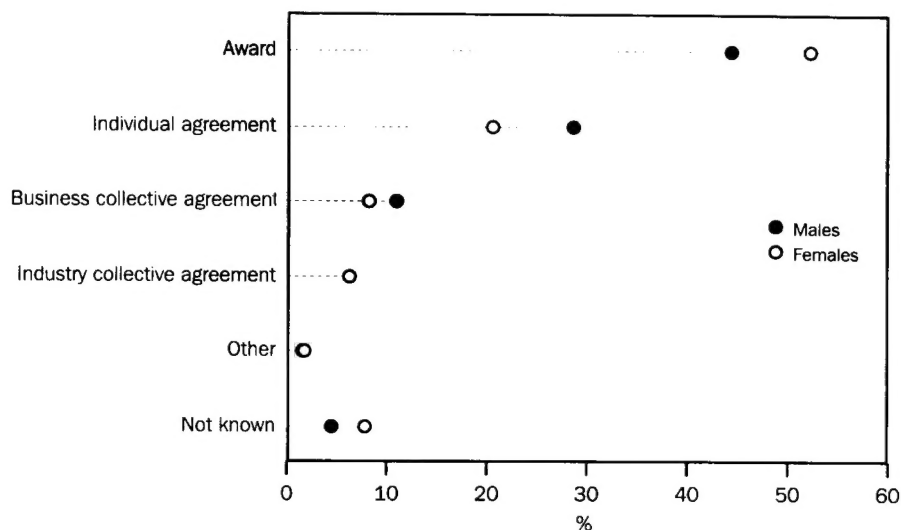
Current employment conditions

Some 48.1% (769,900) of employees worked under Award and 25.1% (401,400) under Individual agreement employment conditions. Industries with the highest proportion of employees covered by Awards were Health and community services (63.2%) and Education (59.9%). Industries with the highest proportion of employees covered by Individual agreements were Property and business services (50.8%) and Wholesale trade (33.8%).

Occupations with the highest proportion of employees with Award conditions were Intermediate production and transport workers (59.8%) and Tradespersons and related workers (57.1%), while Managers and administrators (64.1%) and Advanced clerical and service workers (34.8%) were the occupations with the highest proportion of employees covered by Individual agreements.

SUMMARY OF FINDINGS *continued*

Employees, current employment conditions



Previous employment conditions

Some 19.6% of employees (313,200) had not been continuously covered by the same employment conditions in the five years to October 1997. There was a slightly higher proportion of male employees who had changed their employment conditions than females (20.5% compared to 18.5%). Of the employees who had a change in their employment conditions at least once, the majority (58.7% of males and 57.5% of females) had been working under Award conditions prior to the change.

Reason for change in employment conditions

Of the 313,200 employees who had changed their employment conditions during the five years to October 1997, 53.2% (166,700) cited a change of job due to personal choice and 18.7% (58,600) cited changed conditions in the workplace as the main reasons.

A higher proportion of females than males had changed their employment conditions during the five-year period due to changed conditions in the workplace (20.1% compared to 17.6%).

SUMMARY OF FINDINGS *continued*

SELECTED WORKING ARRANGEMENTS

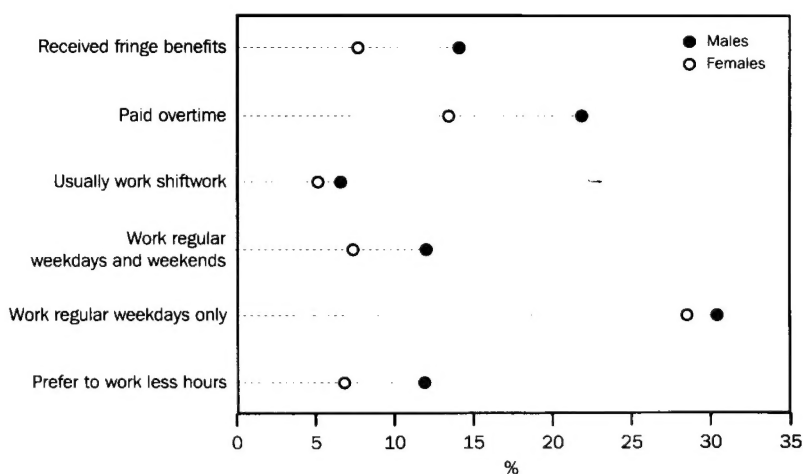
Working hours

The majority of employed females (71.6%) and males (65.0%) preferred their current working hours, while 22.4% of males and 15.3% of females would have preferred a job in which they worked less hours.

Fringe benefits

At October 1997, 22.0% (352,300) of employees received fringe benefits. Male employees were more likely to have received fringe benefits than females (26.4% compared to 16.9%).

Employees, selected working arrangements



	Permanent employees...			Casual employees.....		Total(a)
	Self-employed	Fixed term contract	Other	Fixed term contract	Other	
	'000	'000	'000	'000	'000	'000
FULL-TIME						
Industry						
Manufacturing	33.4	*9.5	258.7	*2.9	20.1	327.3
Construction	49.5	*2.1	41.3	*1.0	*9.6	103.5
Wholesale trade	12.6	*1.4	70.1	*0.0	*5.3	89.7
Retail trade	51.4	*2.4	103.1	*0.0	11.9	169.2
Accommodation, cafes and restaurants	*7.1	*0.0	19.2	*0.6	*9.1	37.1
Property and business services	47.0	*6.1	97.3	*2.9	*10.3	163.6
Government administration and defence	*0.0	12.5	40.3	*2.0	*1.5	56.2
Education	*2.0	19.0	67.7	*2.9	*3.2	96.1
Health and community services	*10.7	11.4	72.2	*1.0	*5.4	101.2
All industries(b)	310.8	76.3	982.0	18.9	90.9	1 491.8
Occupation						
Managers and administrators	61.3	*8.7	73.9	*3.4	*1.4	148.7
Professionals	55.0	33.0	204.6	*5.1	*6.8	306.0
Associate professionals	50.2	12.4	104.6	*1.1	*10.3	181.4
Tradespersons and related workers	73.4	*4.9	141.5	*1.1	12.2	234.3
Advanced clerical and service workers	*9.6	*2.4	39.7	*0.3	*2.8	54.8
Intermediate clerical, sales and service workers	13.1	*6.6	175.9	*3.6	14.9	214.4
Intermediate production and transport workers	19.1	*3.9	116.1	*2.9	*9.4	155.1
Elementary clerical, sales and service workers	12.3	*3.6	53.5	*0.0	*10.1	79.5
Labourers and related workers	16.8	*0.7	72.3	*1.3	22.9	117.6
All occupations	310.8	76.3	982.0	18.9	90.9	1 491.8
PART-TIME						
Industry						
Manufacturing	*6.9	*1.0	13.4	*0.7	21.4	45.0
Construction	16.4	*0.0	*3.0	*0.0	*2.1	23.0
Wholesale trade	*2.1	*0.6	*5.6	*0.0	*8.7	18.1
Retail trade	*9.7	*1.8	26.4	*0.6	52.9	94.2
Accommodation, cafes and restaurants	*1.2	*0.0	*6.7	*1.4	28.1	40.9
Property and business services	18.3	*1.2	*10.1	*0.6	18.0	48.8
Government administration and defence	*0.0	*1.8	*6.0	*0.6	*6.3	15.4
Education	*5.1	*7.1	18.0	*9.1	*8.2	48.3
Health and community services	*2.8	*9.8	48.1	*1.6	21.3	86.5
All industries(b)	96.3	24.0	163.0	15.6	200.0	516.1
Occupation						
Managers and administrators	14.6	*0.0	*1.2	*0.0	*1.2	17.1
Professionals	19.9	*8.9	35.0	*8.3	16.5	89.3
Associate professionals	*8.0	*1.7	*7.6	*1.2	11.5	32.6
Tradespersons and related workers	*9.4	*0.0	*7.5	*0.0	*6.4	24.7
Advanced clerical and service workers	16.7	*1.2	*9.3	*0.0	*8.9	37.3
Intermediate clerical, sales and service workers	11.5	*7.8	41.9	*3.4	50.3	121.6
Intermediate production and transport workers	*6.1	*1.3	*9.7	*0.7	*10.3	28.7
Elementary clerical, sales and service workers	*3.4	*2.1	31.4	*1.3	53.8	95.3
Labourers and related workers	*6.8	*1.0	19.4	*0.6	41.0	69.5
All occupations	96.3	24.0	163.0	15.6	200.0	516.1

(a) Includes persons who did not know whether they were permanent or casual employees.

(b) Includes persons classified to industries other than above, as well as those who did not state the industry in which they worked.

	Permanent employees...			Casual employees.....		Total(a)
	Self-employed	Fixed term contract	Other	Fixed term contract	Other	
	'000	'000	'000	'000	'000	'000

	TOTAL					
Industry						
Manufacturing	40.3	*10.5	272.0	*3.6	41.6	372.3
Construction	65.9	*2.1	44.3	*1.0	11.7	126.5
Wholesale trade	14.7	*2.0	75.7	*0.0	14.0	107.9
Retail trade	61.1	*4.2	129.5	*0.6	64.8	263.4
Accommodation, cafes and restaurants	*8.3	*0.0	25.9	*2.0	37.2	78.0
Property and business services	65.3	*7.3	107.4	*3.5	28.3	212.4
Government administration and defence	*0.0	14.3	46.3	*2.6	*7.7	71.6
Education	*7.1	26.2	85.7	11.9	11.4	144.4
Health and community services	13.5	21.2	120.3	*2.7	26.8	187.7
All industries(b)	407.1	100.3	1 145.0	34.5	290.9	2 007.9
Occupation						
Managers and administrators	75.9	*8.7	75.2	*3.4	*2.7	165.8
Professionals	75.0	41.9	239.6	13.4	23.4	395.3
Associate professionals	58.2	14.2	112.2	*2.3	21.8	214.0
Tradespersons and related workers	82.8	*4.9	149.0	*1.1	18.6	258.9
Advanced clerical and service workers	26.3	*3.6	48.9	*0.3	11.6	92.1
Intermediate clerical, sales and service workers	24.5	14.5	217.8	*7.0	65.3	336.1
Intermediate production and transport workers	25.2	*5.3	125.8	*3.6	19.8	183.8
Elementary clerical, sales and service workers	15.7	*5.7	84.9	*1.3	63.8	174.8
Labourers and related workers	23.6	*1.7	91.6	*1.9	64.0	187.1
All occupations	407.1	100.3	1 145.0	34.5	290.9	2 007.9

(a) Includes persons who did not know whether they were permanent or casual employees.

(b) Includes persons classified to industries other than above, as well as those who did not state the industry in which they worked.

	Award	Individual agreement	Business collective agreement	Industry collective agreement	Other(a)	Total(b)
	'000	'000	'000	'000	'000	'000
FULL-TIME						
Industry						
Manufacturing	154.5	70.3	27.9	16.0	21.9	293.9
Construction	21.7	17.1	*2.4	*4.7	*5.4	54.0
Wholesale trade	25.6	29.7	11.2	*4.6	*6.1	77.1
Retail trade	52.1	35.4	14.2	*3.2	*8.4	117.8
Accommodation, cafes and restaurants	13.8	*7.3	*3.2	*0.7	*3.5	30.0
Property and business services	28.0	64.8	*6.4	*7.2	*5.8	116.6
Government administration and defence	30.6	*8.9	*5.3	*7.2	*3.3	56.2
Education	58.6	13.9	*6.4	*8.5	*4.0	94.1
Health and community services	60.5	19.1	*1.8	*6.3	*2.7	90.5
All industries(c)	557.9	323.5	118.0	79.5	79.5	1 181.0
Occupation						
Managers and administrators	*7.8	56.8	*9.6	*4.1	*4.8	87.4
Professionals	106.3	82.4	18.1	21.9	15.2	251.0
Associate professionals	51.1	45.5	11.6	11.2	*5.0	131.2
Tradespersons and related workers	92.9	30.0	15.1	11.9	*9.3	160.9
Advanced clerical and service workers	17.6	17.5	*3.7	*2.4	*3.3	45.2
Intermediate clerical, sales and service workers	96.3	50.4	29.4	11.3	13.5	201.4
Intermediate production and transport workers	85.1	14.9	14.2	*9.5	11.9	136.0
Elementary clerical, sales and service workers	38.8	12.3	*4.9	*2.1	*7.7	67.2
Labourers and related workers	62.0	13.6	11.3	*5.1	*8.9	100.8
All occupations	557.9	323.5	118.0	79.5	79.5	1 181.0
PART-TIME						
Industry						
Manufacturing	14.2	13.6	*6.3	*0.7	*2.8	38.1
Construction	*1.8	*2.4	*0.0	*0.0	*1.4	*6.6
Wholesale trade	*8.1	*1.8	*1.2	*0.0	*3.6	16.1
Retail trade	45.8	12.5	*6.7	*6.6	10.9	84.5
Accommodation, cafes and restaurants	18.9	*7.4	*1.9	*2.5	*8.8	39.8
Property and business services	*10.5	*9.8	*3.0	*2.1	*2.6	30.5
Government administration and defence	*7.6	*1.0	*3.8	*0.5	*1.2	15.4
Education	23.7	*4.3	*5.5	*2.2	*5.4	43.2
Health and community services	49.6	13.1	*5.6	*7.1	*6.6	83.7
All industries(c)	212.0	77.9	39.5	24.2	50.9	419.8
Occupation						
Managers and administrators	*0.4	*0.8	*0.7	*0.0	*0.0	*2.5
Professionals	37.7	11.1	*8.9	*5.3	*4.6	69.4
Associate professionals	11.3	*7.0	*2.5	*0.3	*1.9	24.6
Tradespersons and related workers	*7.7	*5.3	*0.6	*1.0	*0.7	15.3
Advanced clerical and service workers	*7.7	*5.4	*2.0	*0.6	*2.6	20.5
Intermediate clerical, sales and service workers	58.6	17.9	*7.1	*9.6	13.0	110.1
Intermediate production and transport workers	*9.7	*4.7	*3.0	*0.3	*4.4	22.7
Elementary clerical, sales and service workers	50.2	12.9	*8.9	*5.2	14.3	91.9
Labourers and related workers	28.8	12.9	*5.8	*1.8	*9.4	62.7
All occupations	212.0	77.9	39.5	24.2	50.9	419.8

(a) Includes persons who did not know their employment conditions.

(b) Includes not stated.

(c) Includes persons classified to industries other than above, as well as those who did not state the industry in which they worked.

	<i>Award</i>	<i>Individual agreement</i>	<i>Business collective agreement</i>	<i>Industry collective agreement</i>	<i>Other(a)</i>	<i>Total(b)</i>
	'000	'000	'000	'000	'000	'000
TOTAL						
Industry						
Manufacturing	168.6	83.9	34.2	16.7	24.7	332.0
Construction	23.5	19.5	*2.4	*4.7	*6.8	60.6
Wholesale trade	33.7	31.5	12.4	*4.6	*9.7	93.2
Retail trade	97.9	47.9	20.9	*9.8	19.3	202.3
Accommodation, cafes and restaurants	32.7	14.7	*5.1	*3.2	12.3	69.8
Property and business services	38.5	74.7	*9.4	*9.3	*8.5	147.1
Government administration and defence	38.2	*9.8	*9.1	*7.7	*4.5	71.6
Education	82.3	18.2	11.9	*10.7	*9.5	137.3
Health and community services	110.1	32.2	*7.5	13.4	*9.3	174.2
All industries(c)	769.9	401.4	157.4	103.7	130.4	1 600.8
Occupation						
Managers and administrators	*8.2	57.6	*10.3	*4.1	*4.8	89.9
Professionals	144.1	93.5	27.0	27.3	19.8	320.4
Associate professionals	62.4	52.5	14.2	11.5	*6.9	155.8
Tradespersons and related workers	100.6	35.3	15.7	13.0	*10.0	176.2
Advanced clerical and service workers	25.3	22.9	*5.7	*2.9	*5.9	65.8
Intermediate clerical, sales and service workers	154.9	68.2	36.5	20.9	26.5	311.5
Intermediate production and transport workers	94.8	19.6	17.2	*9.9	16.2	158.6
Elementary clerical, sales and service workers	89.0	25.2	13.8	*7.3	22.0	159.1
Labourers and related workers	90.7	26.5	17.1	*6.9	18.3	163.5
All occupations	769.9	401.4	157.4	103.7	130.4	1 600.8

(a) Includes persons who did not know their employment conditions.

(b) Includes not stated.

(c) Includes persons classified to industries other than above, as well as those who did not state the industry in which they worked.

EMPLOYED PERSONS, Changes in Form of Employment

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
FULL-TIME						
Current employment type(a)						
Self-employed	250.2	24.7	60.6	12.6	310.8	20.8
Permanent employees						
Fixed term contract	49.0	4.8	27.3	5.7	76.3	5.1
Other	638.7	63.2	343.4	71.4	982.0	65.8
Casual employees						
Fixed term contract	12.8	1.3	*6.2	*1.3	18.9	1.3
Other	51.9	5.1	39.0	8.1	90.9	6.1
Reasons for this form of employment(b)						
Personal choice	678.1	67.1	303.7	63.2	981.9	65.8
Employer's choice	359.9	35.6	196.3	40.9	556.2	37.3
No other jobs in this field	19.6	1.9	*7.5	*1.6	27.1	1.8
Other	31.0	3.0	13.2	2.8	44.1	3.0
Whether employment type changed in last 5 years						
No change	741.5	73.3	337.0	70.1	1 078.5	72.3
No previous employer	27.0	2.7	23.0	4.8	50.0	3.4
Changed—previous employment type						
Permanent	125.9	12.5	46.0	9.6	172.0	11.5
Casual	52.1	5.2	50.1	10.4	102.3	6.9
Contract	27.1	2.7	*10.3	*2.1	37.4	2.5
Own business	27.0	2.7	*7.6	*1.6	34.6	2.3
Other	*10.6	*1.0	*6.4	*1.3	17.0	1.1
Reason for change of employment type in last 5 years						
No change	741.5	73.3	337.0	0.2	1 078.5	72.3
No previous employer	27.0	2.7	23.0	4.8	50.0	3.4
Changed—reason for the change of employment type						
Promotion	14.3	1.4	*8.1	*1.7	22.4	1.5
Changed conditions at workplace	23.0	2.3	13.8	2.9	36.8	2.5
Changed job—own choice	134.7	13.3	70.6	14.7	205.3	13.8
Changed job—redundancy/closure/etc.	43.9	4.3	12.3	2.6	56.2	3.8
Other	26.9	2.7	15.6	3.3	42.5	2.8
Total	1 011.2	100.0	480.6	100.0	1 491.8	100.0

(a) Excludes persons who did not know whether they were permanent or casual employees.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
PART-TIME						
Current employment type(a)						
Self-employed	29.6	23.0	66.7	17.2	96.3	18.7
Permanent employees						
Fixed term contract	*3.5	*2.8	20.5	5.3	24.0	4.7
Other	25.6	19.9	137.3	35.4	163.0	31.6
Casual employees						
Fixed term contract	*4.9	*3.8	*10.7	*2.8	15.6	3.0
Other	62.9	48.9	137.1	35.4	200.0	38.8
Reasons for this form of employment(b)						
Personal choice	76.4	59.4	241.8	62.4	318.2	61.6
Employer's choice	39.8	31.0	134.7	34.8	174.5	33.8
No other jobs in this field	*8.6	*6.7	12.5	3.2	21.1	4.1
Other	11.1	8.7	16.0	4.2	27.3	5.3
Whether employment type changed in last 5 years						
No change	72.7	56.6	240.6	62.1	313.4	60.7
No previous employer	15.0	11.7	21.7	5.6	36.7	7.1
Changed—previous employment type						
Permanent	26.7	20.8	63.3	16.3	89.9	17.4
Casual	*9.1	*7.1	37.4	9.7	46.5	9.0
Contract	*2.1	*1.6	*4.4	*1.1	*6.5	*1.3
Own business	*1.1	*0.9	11.7	3.0	12.8	2.5
Other	*1.8	*1.4	*8.4	*2.2	*10.2	*2.0
Reason for change of employment type in last 5 years						
No change	72.7	56.6	240.6	62.1	313.4	60.7
No previous employer	15.0	11.7	21.7	5.6	36.7	7.1
Changed—reason for change of employment type						
Promotion	*0.0	*0.0	*1.3	*0.3	*1.3	*0.2
Changed conditions at workplace	*2.1	*1.6	19.9	5.1	21.9	4.3
Changed job—own choice	14.3	11.1	60.7	15.7	74.9	14.5
Changed job—redundancy/closure/etc.	15.2	11.8	19.3	5.0	34.5	6.7
Other	*9.3	*7.3	24.0	6.2	33.4	6.5
Total	128.6	100.0	387.5	100.0	516.1	100.0

(a) Excludes persons who did not know whether they were permanent or casual employees.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
TOTAL						
Current employment type(a)						
Self-employed	279.8	24.5	127.4	14.7	407.1	20.3
Permanent employees						
Fixed term contract	52.5	4.6	47.8	5.5	100.3	5.0
Other	664.3	58.3	480.7	55.4	1 145.0	57.0
Casual employees						
Fixed term contract	17.7	1.6	16.8	1.9	34.5	1.7
Other	114.8	10.1	176.1	20.3	290.9	14.5
Reasons for this form of employment(b)						
Personal choice	754.5	66.2	545.5	62.8	1 300.0	64.7
Employer's choice	399.7	35.1	331.0	38.1	730.7	36.4
No other jobs in this field	28.2	2.5	20.0	2.3	48.2	2.4
Other	42.2	3.7	29.2	3.3	71.4	3.6
Whether employment type changed in last 5 years						
No change	814.2	71.4	577.7	66.5	1 391.9	69.3
No previous employer	42.0	3.7	44.7	5.2	86.7	4.3
Changed—previous employment type						
Permanent	152.6	13.4	109.3	12.6	261.9	13.0
Casual	61.2	5.4	87.5	10.1	148.8	7.4
Contract	29.2	2.6	14.7	1.7	43.9	2.2
Own business	28.2	2.5	19.3	2.2	47.4	2.4
Other	12.4	1.1	14.9	1.7	27.3	1.4
Reason for change of employment type in last 5 years						
No change	814.2	71.4	577.7	66.5	1 391.9	69.3
No previous employer	42.0	3.7	44.7	5.2	86.7	4.3
Changed—reason for change of employment type						
Promotion	14.3	1.3	*9.3	*1.1	23.6	1.2
Changed conditions at workplace	25.1	2.2	33.7	3.9	58.8	2.9
Changed job—own choice	149.0	13.1	131.3	15.1	280.3	14.0
Changed job—redundancy/closure/etc.	59.1	5.2	31.7	3.6	90.7	4.5
Other	36.2	3.2	39.6	4.6	75.9	3.8
Total	1 139.8	100.0	868.1	100.0	2 007.9	100.0

(a) Excludes persons who did not know whether they were permanent or casual employees.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
FULL-TIME						
Current payment type						
Wages and salary	658.3	86.5	364.4	86.8	1 022.6	86.6
Hourly/casual rates	57.4	7.5	42.1	10.0	99.5	8.4
On contract	11.4	1.5	*6.3	*1.5	17.8	1.5
Commission or % of profit or turnover with or without retainer	*6.6	*0.9	*1.8	*0.4	*8.4	*0.7
Other	*7.7	*1.0	*2.5	*0.6	*10.1	*0.9
Whether payment type changed in last 5 years						
No previous employment	24.6	3.2	19.3	4.6	43.9	3.7
No change	606.1	79.6	327.1	77.9	933.1	79.0
Changed—previous payment type						
Wages and salary	20.4	2.7	*9.3	*2.2	29.7	2.5
Hourly/casual rates	47.7	6.3	48.5	11.6	96.2	8.1
On contract	12.4	1.6	*3.3	*0.8	15.6	1.3
Commission or % of profit or turnover with or without retainer	*9.8	*1.3	*2.3	*0.6	12.1	1.0
Other	20.3	2.7	*7.3	*1.7	27.6	2.3
Reasons for change in payment type in last 5 years						
No previous employment	24.6	3.2	19.3	4.6	43.9	3.7
No change	606.1	79.6	327.1	77.9	933.1	79.0
Changed—reason for change in payment type						
Promotion	*9.3	*1.2	*6.7	*1.6	16.0	1.4
Changed conditions at workplace	13.7	1.8	*8.0	*1.9	21.7	1.8
Changed job—own choice	66.1	8.7	47.9	11.4	114.1	9.7
Changed job—redundancy/closure/etc.	13.5	1.8	*4.9	*1.2	18.4	1.6
Other	*8.1	*1.1	*3.1	*0.7	11.2	0.9
Total(a)	761.0	100.0	420.0	100.0	1 181.0	100.0

(a) Includes persons who are contributing family workers.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
PART-TIME						
Current payment type						
Wages and salary	38.6	39.0	173.8	54.2	212.4	50.6
Hourly/casual rates	52.5	53.0	127.7	39.8	180.2	42.9
On contract	*2.3	*2.3	*2.6	*0.8	*4.9	*1.2
Commission or % of profit or turnover with or without retainer	*1.5	*1.5	*1.7	*0.5	*3.3	*0.8
Other	*1.0	*1.0	*2.7	*0.8	*3.7	*0.9
Whether payment type changed in last 5 years						
No previous employment	13.9	14.1	22.5	7.0	36.4	8.7
No change	63.5	64.1	234.8	73.2	298.3	71.1
Changed—previous payment type						
Wages and salary	14.0	14.2	23.7	7.4	37.8	9.0
Hourly/casual rates	*2.9	*2.9	14.7	4.6	17.6	4.2
On contract	*0.0	*0.0	*2.6	*0.8	*2.6	*0.6
Commission or % of profit or turnover with or without retainer	*0.3	*0.3	*2.9	*0.9	*3.2	*0.8
Other	*1.3	*1.3	*7.5	*2.3	*8.8	*2.1
Reasons for change in payment type in last 5 years						
No previous employment	13.9	14.1	22.5	7.0	36.4	8.7
No change	63.5	64.1	234.8	73.2	298.3	71.1
Changed—reason for change in payment type						
Promotion	*0.8	*0.8	*0.6	*0.2	*1.4	*0.3
Changed conditions at workplace	*1.2	*1.2	*7.6	*2.4	*8.8	*2.1
Changed job—own choice	*8.1	*8.2	25.2	7.9	33.3	7.9
Changed job—redundancy/closure/etc.	*6.7	*6.8	*9.1	*2.8	15.8	3.8
Other	*1.8	*1.8	*8.8	*2.7	*10.6	*2.5
Total(a)	99.0	100.0	320.7	100.0	419.8	100.0

(a) Includes persons who are contributing family workers.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
TOTAL						
Current payment type						
Wages and salary	696.9	81.0	538.2	72.7	1 235.1	77.2
Hourly/casual rates	109.9	12.8	169.8	22.9	279.7	17.5
On contract	13.7	1.6	*9.0	*1.2	22.7	1.4
Commission or % of profit or turnover with or without retainer	*8.1	*0.9	*3.5	*0.5	11.6	0.7
Other	*8.7	*1.0	*5.2	*0.7	13.8	0.9
Whether payment type changed in last 5 years						
No previous employment	38.5	4.5	41.8	5.6	80.3	5.0
No change	669.6	77.9	561.9	75.9	1 231.4	76.9
Changed—previous payment type						
Wages and salary	34.4	4.0	33.1	4.5	67.5	4.2
Hourly/casual rates	50.6	5.9	63.2	8.5	113.8	7.1
On contract	12.4	1.4	*5.8	*0.8	18.2	1.1
Commission or % of profit or turnover with or without retainer	*10.2	*1.2	*5.2	*0.7	15.3	1.0
Other	21.6	2.5	14.8	2.0	36.4	2.3
Reasons for change in payment type in last 5 years						
No previous employment	38.5	4.5	41.8	5.6	80.3	5.0
No change	669.6	77.9	561.9	75.9	1 231.4	76.9
Changed—reason for change in payment type						
Promotion	*10.1	*1.2	*7.3	*1.0	17.4	1.1
Changed conditions at workplace	14.8	1.7	15.6	2.1	30.5	1.9
Changed job—own choice	74.2	8.6	73.1	9.9	147.4	9.2
Changed job—redundancy/closure/etc.	20.2	2.3	14.0	1.9	34.2	2.1
Other	*9.8	*1.1	11.9	1.6	21.8	1.4
Total(a)	860.1	100.0	740.7	100.0	1 600.8	100.0

(a) Includes persons who are contributing family workers.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
FULL-TIME						
Current employment conditions						
Award	343.7	45.2	214.2	51.0	557.9	47.2
Individual agreement	224.4	29.5	99.1	23.6	323.5	27.4
Business collective agreement	84.6	11.1	33.4	7.9	118.0	10.0
Industry collective agreement	49.7	6.5	29.8	7.1	79.5	6.7
Other	13.0	1.7	*9.2	*2.2	22.2	1.9
Not known	25.9	3.4	31.4	7.5	57.3	4.9
Whether employment conditions changed in last 5 years(a)						
No change(b)	557.6	73.2	308.1	73.3	865.7	73.3
Changed—previous employment conditions						
Award	90.8	11.9	46.4	11.1	137.2	11.6
Individual agreement	20.9	2.7	*10.0	*2.4	31.0	2.6
Business collective agreement	*8.6	*1.1	*3.8	*0.9	12.4	1.1
Industry collective agreement	13.5	1.8	*3.3	*0.8	16.9	1.4
Other(c)	23.9	3.2	14.0	3.3	37.9	3.2
Reasons employment conditions changed in last 5 years						
No change(b)	557.6	73.2	308.1	73.3	865.7	73.3
Changed—reason for change in employment conditions						
Promotion	17.0	2.2	*5.0	*1.2	22.0	1.9
Changed conditions at workplace	30.7	4.0	12.3	2.9	43.0	3.6
Changed job—own choice	81.8	10.7	45.3	10.8	127.1	10.8
Changed job—redundancy/closure/etc.	20.7	2.7	*6.9	*1.6	27.6	2.3
Other	*7.5	*1.0	*8.1	*1.9	15.6	1.3
Total(d)	761.0	100.0	420.0	100.0	1 181.0	100.0
PART-TIME						
Current employment conditions						
Award	38.7	39.1	173.3	54.0	212.0	50.5
Individual agreement	23.8	24.1	54.0	16.9	77.9	18.6
Business collective agreement	*10.7	*10.8	28.7	9.0	39.5	9.4
Industry collective agreement	*5.9	*5.9	18.4	5.7	24.2	5.8
Other	*1.7	*1.7	*5.6	*1.8	*7.3	*1.8
Not known	15.1	15.3	28.4	8.9	43.6	10.4
Whether employment conditions changed in last 5 years(a)						
No change(b)	62.3	62.9	220.8	68.8	283.1	67.5
Changed—previous employment conditions						
Award	12.7	12.8	32.4	10.1	45.1	10.8
Individual agreement	*3.9	*3.9	*5.1	*1.6	*9.0	*2.1
Business collective agreement	*0.3	*0.3	*2.1	*0.7	*2.5	*0.6
Industry collective agreement	*0.4	*0.4	*2.9	*0.9	*3.3	*0.8
Other(c)	*1.3	*1.3	16.8	5.2	18.1	4.3
Reasons employment conditions changed in last 5 years						
No change(b)	62.3	62.9	220.8	68.8	283.1	67.5
Changed—reason for change in employment conditions						
Promotion	*0.8	*0.8	*0.0	*0.0	*0.8	*0.2
Changed conditions at workplace	*0.3	*0.3	15.3	4.8	15.6	3.7
Changed job—own choice	*9.2	*9.2	30.4	9.5	39.5	9.4
Changed job—redundancy/closure/etc.	*7.2	*7.2	*7.4	*2.3	14.5	3.5
Other	*1.1	*1.1	*6.3	*2.0	*7.4	*1.8
Total(d)	99.0	100.0	320.7	100.0	419.8	100.0

(a) Excludes persons who did not know their current employment conditions.

(b) Includes persons continuously employed under the same employment conditions for the last five years, persons who did not know if they were continuously employed under the same employment conditions for the last five years, and those persons employed less than five years.

(c) Includes persons who did not know their previous employment conditions.

(d) Includes persons who are contributing family workers.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
TOTAL						
Current employment conditions						
Award	382.4	44.5	387.5	52.3	769.9	48.1
Individual agreement	248.2	28.9	153.2	20.7	401.4	25.1
Business collective agreement	95.3	11.1	62.1	8.4	157.4	9.8
Industry collective agreement	55.6	6.5	48.1	6.5	103.7	6.5
Other	14.7	1.7	14.9	2.0	29.5	1.8
Not known	41.1	4.8	59.8	8.1	100.9	6.3
Whether employment conditions changed in last 5 years(a)						
No change(b)	619.9	72.0	528.8	71.4	1 148.7	71.8
Changed—previous employment conditions						
Award	103.5	12.0	78.9	10.6	182.3	11.4
Individual agreement	24.8	2.9	15.2	2.0	39.9	2.5
Business collective agreement	*8.9	*1.0	*6.0	*0.8	14.9	0.9
Industry collective agreement	13.9	1.6	*6.3	*0.8	20.2	1.3
Other(c)	25.1	2.9	30.7	4.2	55.9	3.5
Reasons employment conditions changed in last 5 years						
No change(b)	619.9	72.0	528.8	71.4	1 148.7	71.8
Changed—reason for change in employment conditions						
Promotion	17.8	2.1	*5.0	*0.7	22.8	1.4
Changed conditions at workplace	31.0	3.6	27.6	3.7	58.6	3.7
Changed job—own choice	91.0	10.6	75.7	10.2	166.7	10.4
Changed job—redundancy/closure/etc.	27.9	3.2	14.3	1.9	42.2	2.6
Other	*8.6	*1.0	14.4	1.9	23.0	1.4
Total(d)	860.1	100.0	740.7	100.0	1 600.8	100.0

(a) Excludes persons who did not know their current employment conditions.

(b) Includes persons continuously employed under the same employment conditions for the last five years, persons who did not know if they were continuously employed under the same employment conditions for the last five years, and those persons employed less than five years.

(c) Includes persons who did not know their previous employment conditions.

(d) Includes persons who are contributing family workers.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
FULL-TIME, PERMANENT EMPLOYEES						
Whether worked more than minimum hours(a)(b)						
Paid overtime	318.5	46.3	132.2	35.7	450.7	42.6
Received time off in lieu	130.7	19.0	103.8	28.0	234.5	22.2
No recompense	190.4	27.7	117.7	31.8	308.1	29.1
Not applicable(c)	53.3	7.7	27.4	7.4	80.6	7.6
Whether received any fringe benefits(a)						
Received fringe benefits	207.3	30.1	87.0	23.5	294.3	27.8
Did not receive fringe benefits	434.7	63.2	261.2	70.5	696.0	65.8
Working hours						
Shiftwork	87.2	12.7	36.8	9.9	124.0	11.7
Regular weekdays only	425.1	61.8	269.7	72.8	694.9	65.7
Regular weekends only	*10.3	*1.5	*2.7	*0.7	13.0	1.2
Regular weekdays and weekends	150.2	21.9	57.4	15.5	207.6	19.6
On call	14.7	2.1	*4.1	*1.1	18.8	1.8
Preferences for hours worked						
More hours	46.7	6.8	14.2	3.8	60.9	5.8
Less hours	178.6	26.0	102.6	27.7	281.2	26.6
No change	455.0	66.2	252.4	68.1	707.4	66.8
Total(d)	687.6	100.0	370.7	100.0	1 058.3	100.0
FULL-TIME, CASUAL EMPLOYEES						
Whether worked more than minimum hours(a)(b)						
Paid overtime	12.0	18.5	*9.7	*21.5	21.6	19.7
Received time off in lieu	*4.5	*6.9	*2.6	*5.7	*7.0	*6.4
No recompense	13.3	20.6	*6.1	*13.5	19.4	17.7
Not applicable(c)	*3.8	*5.9	*2.6	*5.8	*6.4	*5.8
Whether received any fringe benefits(a)						
Received fringe benefits	*6.7	*10.4	*4.8	*10.7	11.5	10.5
Did not receive fringe benefits	23.1	35.8	15.8	35.0	38.9	35.5
Working hours						
Shiftwork	*5.9	*9.2	*6.9	*15.3	12.8	11.7
Regular weekdays only	32.5	50.2	25.6	56.6	58.1	52.9
Regular weekends only	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0
Regular weekdays and weekends	19.2	29.7	*7.8	*17.3	27.0	24.6
On call	*7.1	*10.9	*4.9	*10.8	11.9	10.8
Preferences for hours worked						
More hours	12.0	18.5	*6.6	*14.6	18.6	16.9
Less hours	13.5	20.8	*10.1	*22.5	23.6	21.5
No change	37.7	58.3	27.6	61.2	65.3	59.5
Total(d)	64.7	100.0	45.1	100.0	109.8	100.0

(a) Excludes those persons stated they worked for hourly/casual rates, piece rate, and commission or % of profit or turnover without retainer.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

(c) Persons who did not work more than minimum hours.

(d) Includes persons who did not state their working arrangements.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
PART-TIME, PERMANENT EMPLOYEES						
Whether worked more than minimum hours(a)(b)						
Paid overtime	12.5	42.9	56.0	35.5	68.6	36.7
Received time off in lieu	*2.8	*9.7	26.0	16.5	28.8	15.4
No recompense	*4.3	*14.8	31.2	19.8	35.5	19.0
Not applicable(c)	*2.5	*8.6	20.4	12.9	22.9	12.2
Whether received any fringe benefits(a)						
Received fringe benefits	*6.2	*21.4	20.7	13.1	27.0	14.4
Did not receive fringe benefits	16.0	54.7	101.5	64.3	117.4	62.8
Working hours						
Shiftwork	*6.2	*21.4	23.9	15.1	30.1	16.1
Regular weekdays only	14.0	47.9	102.7	65.1	116.7	62.4
Regular weekends only	*1.2	*4.2	*2.3	*1.5	*3.6	*1.9
Regular weekdays and weekends	*6.5	*22.3	26.0	16.5	32.5	17.4
On call	*1.2	*4.2	*2.9	*1.9	*4.2	*2.2
Preferences for hours worked						
More hours	*7.2	*24.6	25.6	16.2	32.7	17.5
Less hours	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0
No change	22.0	75.4	132.3	83.8	154.2	82.5
Total(d)	29.2	100.0	157.8	100.0	187.0	100.0
PART-TIME, CASUAL EMPLOYEES						
Whether worked more than minimum hours(a)(b)						
Paid overtime	*3.5	*5.1	15.2	10.3	18.7	8.7
Received time off in lieu	*0.0	*0.0	*1.3	*0.9	*1.3	*0.6
No recompense	*5.0	*7.4	14.3	9.7	19.3	8.9
Not applicable(c)	*9.2	*13.6	18.2	12.3	27.4	12.7
Whether received any fringe benefits(a)						
Received fringe benefits	*6.0	*8.8	10.9	7.4	16.9	7.8
Did not receive fringe benefits	11.7	17.3	36.8	24.9	48.6	22.5
Working hours						
Shiftwork	*8.5	*12.6	18.2	12.3	26.8	12.4
Regular weekdays only	16.4	24.2	60.0	40.6	76.4	35.5
Regular weekends only	*8.5	*12.6	12.9	8.7	21.4	9.9
Regular weekdays and weekends	17.0	25.1	28.9	19.6	45.9	21.3
On call	17.3	25.6	27.7	18.7	45.0	20.9
Preferences for hours worked						
More hours	32.3	47.6	42.3	28.6	74.6	34.6
Less hours	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0
No change	35.5	52.4	105.5	71.4	141.0	65.4
Total(d)	67.8	100.0	147.7	100.0	215.6	100.0

(a) Excludes those persons who stated they worked for hourly/casual rates, piece rate, and commission or % of profit or turnover without retainer.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

(c) Persons who did not work more than minimum hours.

(d) Includes persons who did not state their working arrangements.

	Males.....		Females.....		Persons.....	
	'000	%	'000	%	'000	%
TOTAL EMPLOYEES						
Whether worked more than minimum hours(a)(b)						
Paid overtime	351.7	40.9	218.1	29.4	569.8	35.6
Received time off in lieu	140.7	16.4	134.2	18.1	274.9	17.2
No recompense	213.4	24.8	172.6	23.3	386.0	24.1
Not applicable(c)	70.5	8.2	71.2	9.6	141.7	8.9
Whether received any fringe benefits(a)						
Received fringe benefits	227.1	26.4	125.2	16.9	352.3	22.0
Did not receive fringe benefits	493.7	57.4	424.5	57.3	918.2	57.4
Working hours						
Shiftwork	109.4	12.7	88.1	11.9	197.5	12.3
Regular weekdays only	491.6	57.2	468.5	63.3	960.2	60.0
Regular weekends only	20.0	2.3	18.3	2.5	38.3	2.4
Regular weekdays and weekends	198.2	23.0	124.3	16.8	322.5	20.1
On call	40.7	4.7	41.5	5.6	82.2	5.1
Preferences for hours worked						
More hours	99.6	11.6	94.4	12.7	194.0	12.1
Less hours	192.7	22.4	113.4	15.3	306.0	19.1
No change	558.9	65.0	530.6	71.6	1 089.6	68.1
Total(d)	860.1	100.0	740.7	100.0	1 600.8	100.0

(a) Excludes those persons who stated they worked for hourly/casual rates, piece rate, and commission or % of profit or turnover without retainer.

(b) Multiple reasons could be stated, therefore sum of individual reasons may exceed total persons.

(c) Persons who did not work more than minimum hours.

(d) Includes persons who did not state their working arrangements

EXPLANATORY NOTES

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INTRODUCTION

1 This publication summarises the results of a survey of Working Conditions in Victoria that was conducted throughout Victoria during October 1997 as a supplement to the Australia-wide Monthly Population Survey(MPS). Victorians aged 18 and over were asked about their current and past working conditions, including the reference week and the last five years.

MONTHLY POPULATION SURVEY

2 The MPS is based on a multi-stage sample of private and non-private dwellings. Private dwellings include houses, flats, home units, tents, and any other structures used as private residences at the time of the survey. Non-private dwellings include hotels, caravan parks, hospitals, flop houses, etc.

3 The sample covers about two-thirds of 1% of the civilian population of Australia and includes about one-half of 1% of Victoria's population. Information is obtained from the occupants of selected dwellings by personal or telephone interview.

4 The MPS comprises the Labour Force Survey and for most months of the year, an additional supplementary topic. The main emphasis is on the regular collection of specific data on demographic and labour force characteristics of the population and for this reason, this component is usually referred to as the Labour Force Survey. Supplementary surveys are carried out on a wide variety of topics.

5 All persons aged 15 years and over are included in the Labour Force Survey except:

- certain diplomatic personnel of overseas governments customarily excluded from census and estimated populations;
- overseas visitors holidaying in Australia;
- members of the permanent defence forces; and
- members of non-Australian defence forces (and their dependants) stationed in Australia.

SUPPLEMENTARY SURVEY DESIGN

6 The supplementary survey was conducted using the sample of private dwellings in Victoria that were included in the MPS. Approximately half the MPS respondents were selected randomly for inclusion in the supplementary survey. This provided a sample of approximately 3,500 persons where a full response was obtained. Persons in non-private dwellings were excluded from the supplementary survey. Information was collected by personal interview of an adult in the household for usual residents aged 18 years and over.

EFFECTS OF ROUNDING

7 Figures have been rounded and discrepancies may occur between totals and the sums of the component items.

GENERAL ACKNOWLEDGMENT

8 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued co-operation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

EXPLANATORY NOTES *continued*

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RELATED PUBLICATIONS

- 9** Other publications which may be of interest include:
- *Working Arrangements, Australia, August 1997* (Cat. no. 6342.0)
 - *Part-Time, Casual and Temporary Employment, NSW, October 1997* (Cat. no. 6247.1)
 - *Labour Statistics, Australia, 1997* (Cat. no. 6101.0)
 - *Wage and Salary Earners, Australia, September 1997* (Cat. no. 6248.0)
 - *Persons Employed at Home, Australia, September 1995* (Cat. no. 6275.0)
 - *Focus on Families: Work and Family Responsibilities, 1994* (Cat no. 4422.0)
 - *Labour Force, Australia, February 1998* (Cat no. 6203.0)

PREVIOUS STATE SUPPLEMENTARY SURVEYS

- 10** Previous Victorian State Supplementary Survey publications have included:
- *Leisure Participation, Victoria, October 1996* (Cat. no. 4176.2)
 - *Educational Attainment and Employment, Victoria, October 1995* (Cat. no. 4227.2)
 - *Travel to Work, School and Shops, Victoria, October 1994* (Cat. no. 9201.2)
 - *Retrenched Workers and Workers who Accepted Redundancy Packages, Victoria, October 1993* (Cat. no. 6266.2)
 - *Safety in the Home, Melbourne, November 1992* (Cat. no. 4387.2)
 - *Work Patterns of Women, October 1991* (Cat. no. 6204.2)
 - *Community Participation in Energy Conservation, Victoria, October 1990* (Cat. no. 4102.2)

ADDITIONAL DATA

- 11** Additional available data include:
- Casual and permanent form of employment cross-classified with any other collected item
 - Preferred form of employment
 - Preferred type of payment
 - Preferred working conditions
 - Whether previous contract was with same employer
 - Whether hourly rate of pay varies according to the time of day or day of week (penalty rates)
 - Whether employed persons consider that in the last five years working conditions have become more or less flexible
 - Whether employed persons consider that their working conditions have become better or worse compared to five years ago
 - Whether employed persons consider that they have more control over their working conditions compared to five years ago
 - Whether employed persons consider that they are saving more compared to five years ago
 - Length of contract for employees

Subject to confidentiality and data quality restrictions, all data items can be cross-classified with demographic items available from the Monthly Labour Force Survey, such as age, sex, country of birth and employment status.

This data is available on a fee-for-service basis. For further information about this service, please contact Statistical Consultancy on Melbourne (03) 9615 7079.

TECHNICAL NOTES

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INTRODUCTION

1 The figures contained in this publication are estimates based on a sample of approximately 3,500 persons in Victoria in October 1997.

RELIABILITY OF THE ESTIMATES

2 The estimates provided in this publication may be subject to two types of error—sampling and non-sampling error.

Sampling error

3 This is the difference which would be expected between the estimate and the corresponding figure that would have been obtained from a collection based on the whole population, using the same questionnaires and procedures. Estimates of sampling error are illustrated below.

Non-sampling error

4 Inaccuracies may occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing the data. These errors can occur whether the estimates are derived from a sample or a complete enumeration. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

INTERPRETATION OF RESULTS

5 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, both of the above types of errors must be taken into account.

ESTIMATES OF SAMPLING ERROR

6 One measure of the likely difference which would be expected between the estimate based on a sample and the figure that would have been obtained from a complete collection is the standard error (see Table T1).

7 There are about two chances in three (67%) that an estimate will differ by less than one standard error from that which would have been obtained if all households had been included in the survey. There are about 19 chances in 20 (95%) that the difference will be less than two standard errors.

8 A standard error expressed as a percentage of the estimate is known as the 'relative standard error'. For example, if an estimate of 4,000 persons has a standard error of 1,700 then the estimate has a relative standard error of $1,700/4,000 \times 100 = 42.5\%$. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling.

9 Estimates between zero and 10,757 persons have been included in this publication preceded by an asterisk, eg. *4.8. This is to highlight the need for care in using the data because of the high relative standard error (greater than 25%).

10 An example of the calculation on use of standard errors is shown in table T1. A population estimate of 5,000 persons (column 1) has a standard error of 1,900 (column 2). Therefore, there are two chances in three that the number which would result if all persons were included in the survey lies in the range 3,100 to 6,900 (one standard error either side of the estimate, column 4). There are 19 chances in 20 that the true number lies in the range 1,200 to 8,800 (2 standard errors either side of the estimate, column 5).

T1 Standard errors of estimates for changing work conditions

Size of estimates	SE(a)	RSE	2 chances in 3 that figure will fall in the range(b)		19 chances in 20 that actual population figure will fall in range(b)	
'000	'000	%	'000		'000	
0.7	0.7	102.3	0.0 —	1.4	0.0 —	2.1
1.0	0.9	85.9	0.1 —	1.9	0.0 —	2.7
1.5	1.1	70.3	0.5 —	2.6	0.0 —	3.6
2.0	1.2	60.8	0.8 —	3.2	0.0 —	4.4
2.5	1.4	54.2	1.2 —	3.9	0.0 —	5.2
3.0	1.5	49.4	1.5 —	4.5	0.0 —	6.0
3.5	1.6	45.6	1.9 —	5.1	0.3 —	6.7
4.0	1.7	42.5	2.3 —	5.7	0.6 —	7.4
5.0	1.9	37.8	3.1 —	6.9	1.2 —	8.8
7.0	2.2	31.6	4.8 —	9.2	2.6 —	11.4
10.0	2.6	26.0	7.4 —	12.6	4.8 —	15.2
15.0	3.1	20.8	11.9 —	18.1	8.8 —	21.2
20.0	3.6	17.7	16.5 —	23.6	12.9 —	27.1
30.0	4.2	14.1	25.8 —	34.2	21.6 —	38.4
40.0	4.8	11.9	35.3 —	44.8	30.5 —	49.5
50.0	5.3	10.5	44.8 —	55.3	39.5 —	60.5
100.0	7.0	7.0	93.1 —	107.0	86.1 —	113.9
150.0	8.2	5.4	141.9 —	158.2	133.7 —	166.3
200.0	9.1	4.6	190.9 —	209.1	181.8 —	218.2
300.0	10.7	3.5	289.4 —	310.7	278.7 —	321.3
500.0	12.9	2.6	487.2 —	512.9	474.3 —	525.7
1 000.0	16.4	1.6	983.6 —	1 016.4	967.2 —	1 032.8
2 000.0	20.7	1.0	1 979.3 —	2 020.7	1 958.6 —	2 041.4
5 000.0	27.8	0.6	4 972.3 —	5 027.8	4 944.5 —	5 055.5

(a) These data have been rounded to the nearest 100.

(b) These data have been calculated using actual figures.

11 A more detailed explanation of standard errors can be found in the technical notes of *Labour Force, Australia, February 1998* (Cat. no. 6203.0).

GLOSSARY

Award	<p>A legally enforceable determination made by a Commonwealth or State industrial tribunal. Awards set out the rights and obligations of employees and employers in a particular industry, occupation (or in some cases, enterprise) in relation to the rates of pay, hours of work and other terms and conditions of employment. Awards covering employees in a particular enterprise may be altered or replaced by a formal enterprise agreement, subject to the legislative requirements of the jurisdiction.</p> <p>Please note that responses given in the survey, on the subject of awards relate to respondents perceptions of whether they currently are or were previously working under Award conditions.</p>
Business collective agreement	Employment agreement for the entire business.
Casual employees	Employees who are not entitled to either <i>paid holiday leave</i> or <i>sick leave</i> .
Commission	A sum or percentage paid to an employee based on sales made or other performance measure.
Contributing family worker	A person who works without pay in an economic enterprise operated by a related person living in the same household.
Employed	<p>Persons aged 18 years and over who, during the reference week:</p> <ul style="list-style-type: none"> • worked for one hour or more for pay, profit, commission, or on a farm (comprising employees, employers and own account workers); or • worked for one hour or more without pay in a family business or on a farm (i.e. contributing family worker); or • were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or • were employers, own account workers or contributing family workers who had a job, business, or farm, but were not at work.
Employee	A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips or piece rates, or in their own business with or without employees, if that business was incorporated.
Fixed term contract	Contract with a set termination date.
Full-time workers	Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.
Hourly/casual rates	Payment for work which is offered when required by the employee/client. Often there is no regular pattern with these offers for work but arise according to demand.

GLOSSARY *continued*

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Individual agreement	There is a requirement for it to be in writing. Three categories exist and they include: <ul style="list-style-type: none">• deemed Individual employment agreement after expiry of Collective employment agreement;• deemed Individual employment agreement if did not enter into an agreement when awards were abolished;• Individual employment agreement.
Industry	From August 1994, classified according to the <i>Australian and New Zealand Standard Industrial Classification</i> (ANZSIC), 1993 (Cat. no.1292.0).
Industry collective agreement	Employment agreement for the entire industry.
Occupation	From August 1996, classified according to the ASCO— <i>Australian Standard Classification of Occupations Second Edition, 1997</i> (Cat. no. 1220.0). See <i>Information Paper: ASCO—Australian Standard Classification of Occupations</i> (Cat. no. 1221.0).
Part-time workers	Employed persons who usually worked less than 35 hours a week and who did so during the reference week.
Permanent employees	Employees who are entitled to either paid <i>holiday leave</i> or <i>sick leave</i> .
Piece rate	A payment made per item processed by the employee.
Retainer	A fee payable to an employee to secure their services.
Salary	Payment for work done in the form of an annual fixed amount.
Self-employed	A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees, and the business was not incorporated.
Time off in lieu	Time off that must be made up in another work period or that has already been made up by working extra hours.
Wage	Payment for work done based on a time unit, usually by the hour.



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